

Alabama Workforce Development System

Roles and Responsibilities

Governor: is the chief executive officer of the state workforce system and is responsible for providing leadership and oversight through his office and through his position as chairman of the State Board of Education. He approves the State Plan for Workforce Development and appoints the Director of the Office of Workforce Development.

State Workforce Planning Council: is responsible for receiving input from the various agencies, boards, and constituencies of the workforce system and for developing a State Plan for Workforce Development based upon that input and upon analysis of labor market information. The Plan must be in compliance with the Workforce Investment Act and other applicable state and federal laws, rules and regulations. The Plan is presented to the Governor for his review, revision, and approval. The Planning Council is also responsible for assessing and promoting coordination of the agencies involved in funding and implementing the State Plan. The Planning Council is constituted as outlined in Executive Order Number 17. The members are the Director of the Office of Workforce Development, the Chancellor of Postsecondary Education, the Director of the Alabama Department of Economic and Community Affairs, the Director of the Department of Industrial Relations, the Director of the Alabama Development Office, the Commissioner of the Department of Human Resources, the Director of the Alabama Industrial Training Institute, the State Superintendent of Education or their respective designees and two at-large members appointed by the Governor, one of whom shall be the president of an Alabama public two-year college and the other representing Alabama business and industry.

Workforce Development Office Director: is responsible for representing the Governor on issues related to workforce development and for providing general leadership, oversight, and coordination of the state workforce system on behalf of the Governor. The Director has authority over those programs, personnel and activities funded under the Workforce Investment Act and located in ADECA. WDD of ADECA is under this authority with ADECA serving as fiscal agent only. Any and all other authority formerly vested in the Director of ADECA is transferred to the OWD.

State Workforce Investment Board: is responsible for advising the Governor and the State Workforce Planning Council on the development of the State Plan for Workforce Development. The State Board is also responsible for designating local workforce areas, approving an annual report, and reviewing performance data.

Local Workforce Investment Boards: are responsible, in partnership with the chief local elected officials, for providing general leadership, oversight and governance of the workforce development system in the local area in compliance with applicable state and federal policies and regulations. They are responsible for identifying eligible training providers and for approving the annual general program budget for their respective areas. The local boards are also required to approve contracts with service providers for the local areas.

State Board of Education: is responsible for providing leadership, oversight, and for developing policies, programs and budgets for career/technical education in the state's K-12 and postsecondary systems.

Chancellor, Department of Postsecondary Education: is the chief executive officer of the Alabama College System and provides leadership and oversight to all programs including those related to workforce development. He chairs the State Workforce Planning Council.

Superintendent, Elementary-Secondary Education: is the chief executive officer of the K-12 public school system throughout the state which provides programs related to career education as well as technical education. The Superintendent of Education serves on the State Workforce Planning Council.

Department of Industrial Relations: contains the Divisions of Employment Services, Unemployment Compensation, Labor Market Information, Hearings and Appeals, Workers Compensation, and State Programs. These divisions are primarily responsible for workforce security programs, but the Employment Services Division is responsible for some workforce development programs including Veteran's Assistance, Worker's Opportunity Tax Credit, and Trade Adjustment Assistance. Employment Services is also a major partner in the One-Stop Career Centers throughout the state. The Director of the Department of Industrial Relations is a member of the State Planning Council.

Department of Human Resources: is involved in the Workforce Development System through its Food Stamp Training Program and its Job Readiness Program. The Director is a member of the State Planning Council.

Department of Rehabilitative Services: is involved in the Workforce Development System as a contractor of services for its clients who seek education and training for job preparation. The Director is a member of the State Planning Council.

One-Stop Career Centers: are the primary vehicles for local assessment and referral to information and/or services in the Workforce Development System.

Regional Advisory Councils: gather and analyze regional labor market information, demographics, and other pertinent data to inform the state workforce development system on regional needs, concerns, issues, priorities, and related action plans.